

Lee-on-the-Solent Junior School

Anti-Bullying Policy



Review Date:

Oct 2023

Signed by Chair of Governors:

Signed by Headteacher:

Policy Aims

- Create a school environment which puts a full stop to bullying and harassment;
- Create effective systems and procedures for dealing with bullying;
- Ensure that issues of bullying are covered appropriately in the school curriculum;
- Ensure all members of the school community are aware of our anti-bullying policy.

Our Definition of Bullying

A person is bullied when she or he is exposed, repeatedly and over time to hostile actions on the part of one or more persons. It is:

- Deliberately hurtful behaviour;
- Repeated over a period of time;
- Carried out with the express intention of causing distress;

Bullying may take many forms but the following are the most common:

- Physical, including any action resulting in physical pain and Injury;
- Verbal, including name calling and abusive language;
- Social, including deliberate social exclusion and any action damaging to the reputation of a person;
- Emotional, including any action causing psychological pain;
- It includes racist, sexist and homophobic and other prejudiced comments;
- It can involve digital communication such as texts, emails, messages and social media. We define this as cyber bullying.

Responsibilities of All School Staff

The school recognises that it will make every effort to make a difference in relation to the extent and nature of bullying in the school. Any complaint of bullying must be treated seriously.

All stakeholders have a responsibility for dealing with bullying. This includes governors, senior managers, teaching and support staff, ancillary staff, pupils and parents.

All incidents of bullying or harassment should be responded to immediately even if some aspects of response are dealt with at a later stage.

All stakeholders are encouraged to be vigilant and report any incidents they see and record details on the CPOMS system at the earliest opportunity. If this is not available, paper records should be maintained until it can be recorded.

Isolated incidents should in the first instance, be dealt with by the person aware of it. The recording and reporting system should ensure that the teacher is aware when they review incidents for their teacher group. If a quicker response is required, then the teacher can be made aware verbally but the incident should still be recorded.

Where there is evidence of systematic bullying (or it is suspected) the responsible Well-being lead or Head Teacher should be informed.

The Head Teacher must be informed when it is clear that the matter is serious and when there is a child protection issue. The Head Teacher must also be informed of any serious bullying incidents.

Specific Responsibilities

Governing body: create the right ethos to support an inclusive environment that promotes equality and respect. To review this policy and its implementation.

Head Teacher: Ensure implementation and adjustment of this policy and that the whole school is promoting equality and inclusion.

Well-being Lead: Maintain this policy regularly, regularly review incidents of bullying.

Liaison with Parents

Parents need to be confident that the school will take incidents of bullying seriously and will handle them in a sensitive manner.

Parents must be informed of any serious bullying incident relating to their child whether the child is the individual being bullied or doing the bullying.

It is important that parents are encouraged to contact the school as early as possible with their concerns so that action can take place.

Strategies to achieve this include:

- Asking parents to formally support the school in its anti-bullying strategy

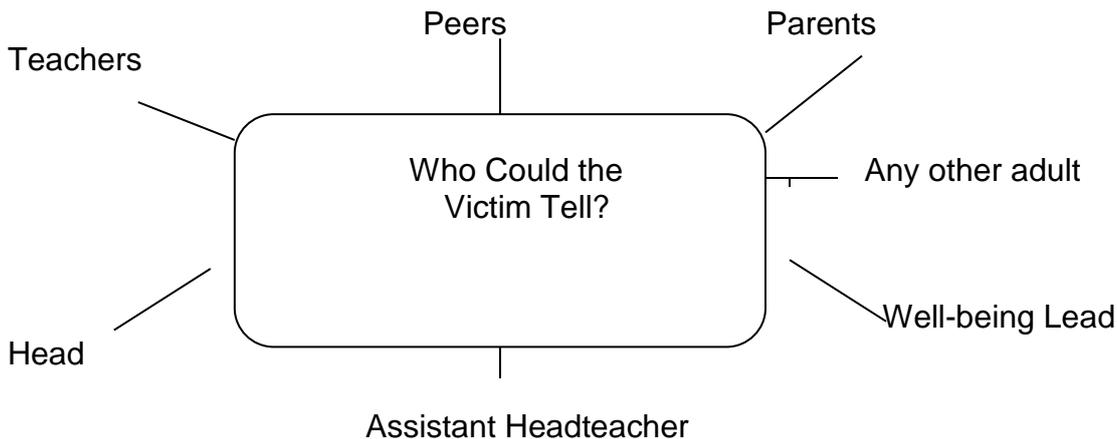
It is initially the responsibility of the teacher to liaise with parents.

Responsibilities of Pupils

The school believes that it is important to raise pupil's awareness, knowledge and understanding of bullying issues through the curriculum. It also believes that pupils should actively participate in the schools anti-bullying strategy. This is achieved by:

- A programme of learning activities and PSHE lessons in Years 3 to 6
- The exploration of bullying issues in Drama and English lessons
- Within our school pupils are encouraged to be as open as possible in reporting incidents of bullying, to themselves or others, to their teachers or other staff. This openness is to be encouraged in all appropriate lessons
- Pupil participation and use of the Peer Mentoring Scheme
- Discussion of bullying issues through the School Councils

Procedures



Who Could Offer Support and How?

Older pupils:

Could offer support through talking about situations and maybe being a mediator between the victim and the bully (in less serious cases).

Parents:

They need to know who to contact at school if there is a problem and what the consequences will be.

Teachers:

Need to have set procedures to follow so there is a consistent response to bullying.

Friends:

Need to be encouraged to tell a teacher.

Strategies for Helping Victims of Bullying

- It is important, in the first instance, to believe the victim's perception of what happened and to assure them that they have acted correctly in coming to you
- Actively listen to the Pupil (stop what you are doing, look at her/him, respond by nodding and making supportive sounds)
- Ask them to tell you what happened by asking questions such as:
 - “Tell me what happened?”
 - “Who was involved?”
 - “When and where did this happen?”
 - “What did you say or do at the time?”
 - “How often has this happened or is this the first time?”
 - “Was there anyone who saw or heard this?”
 - “How have you been affected by this bullying or harassment?”
- Make a report of the incident using the bullying section of the school data base

- It will not be helpful to the recipient if you conduct an interrogation or if you make comments or ask questions which make them feel that in some way they were responsible for the behaviour, or that their complaint is trivial or time wasting

Advice for Pupils

The following advice has been given to pupils on what they should do if they are being bullied and how a member of staff should respond.

If you are being bullied

- ◆ Try to stay calm and look as confident as you can
- ◆ Be firm and clear – look them in the eye and tell them to stop
- ◆ Get away from the situation as quickly as possible
- ◆ Tell an adult what has happened straight away

After you have been bullied

- ◆ Tell a teacher or another adult in your school
- ◆ Tell your family
- ◆ If you are scared to tell an adult by yourself, ask a friend to come with you
- ◆ Keep speaking up until someone listens and does something to stop the bullying
- ◆ Don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about

- ◆ What has happened to you?
- ◆ How often it has happened?
- ◆ Who was involved?
- ◆ Who saw what was happening?
- ◆ Where did it happen?
- ◆ What you have done about it already?

Useful Addresses and Websites to Contact for Advice

Childline

- 24 hour helpline for children and young people in the U.K.

Helpline No: 0800 1111 Website: www.childline.co.org.uk

Bullying Online

- Website based advice for parents and young people including advice on mobile phone bullying.

Website: www.bullying.co.uk e-mail: help@bullying.co.uk

Kidscape

- Has a wide range of publications for young people, parents and teachers.

Helpline for parents: 08451 205 204 Website: www.kidscape.org.uk

Advisory Centre for Education

- Advice line and downloadable publications for parents on all matters concerning schools and education.

Helpline: 0808 800 5793 Website: www.ace-ed.org.uk

Children's Legal Centre

- Publications and free advice line on legal issues affecting children and young people.

Helpline: 0845 456 6811 Website: www.childrenslegalcentre.com
e-mail: clc@essex.ac.uk

